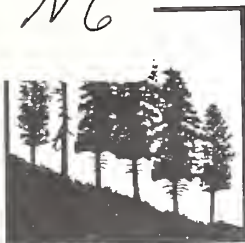


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# Northern Region News



April 2, 1993

A Newsletter For Employees and Retirees

Issue 4

## "Super Bowl" of Timber Sales Held in Coeur d'Alene

by Kerry Arneson, Writer/Editor  
Fernan Ranger District  
Idaho Panhandle National Forests

**Idaho Forest  
Industries to  
pay over 14  
million dollars  
for timber in  
IPNF's**

**I**t was dubbed the "Super Bowl" of timber sales. On Friday, March 12, 1993, Idaho Panhandle National Forests employees, local media, and timber industry representatives from three states gathered at the Forest Supervisor's office to witness the auction of the Horizon Sun Timber Sale. After an hour of high-stakes bidding, Idaho Forest Industries, Inc. (IFI)

was declared the apparent winner with an offer of \$14,375,000 for the 30-million-board-foot sale.

Nine timber companies bid on the sale. IFI first battled the High Cascade timber company from Carson, Washington, and then took on Champion International from Missoula, Montana. DAW, a local company, made a last-second effort to claim top bid, but could not shake Idaho Forest Industries.

The Horizon Sun Timber Sale is located in the Fernan Ranger District, 12 miles northeast of Coeur d'Alene, Idaho. This is one of two projects planned under the Horizon Environmental Impact Statement (EIS), completed in 1990. While examining the 23,020-acre Horizon Forest Resource Area, the Forest Service planning team discovered that 88 million board feet of timber in the area had died from root rot between 1982 and 1990. It was estimated that another 81 million board feet would die before the turn of the century unless action was taken.

Less than 10 percent of total area, containing the worst of the disease-infected stands, is scheduled for timber harvest. The harvested area will be reforested with more than a million disease-resistant seedlings, replacing the 200,000 trees removed.

The sale design will create fuel breaks and reduce the risk of catastrophic wildfire, an existing hazard for local homeowners because of dead and downed timber. With the designation of Wolf Lodge Creek as a Stream Segment of Concern by the Idaho Department of

Lands, water quality was also a key issue. The project is designed to improve existing water conditions, and exceed Best Management Practices and other state requirements for water quality.

Approximately 6,500 acres of the analysis area are considered to be roadless. The Horizon EIS was the first on the Idaho Panhandle National Forests to consider the effects of entering a roadless area for a timber harvest since completion of the Forest Plan in 1987. As a result, the project was designed with a high level of public involvement and close scrutiny by environmentalists.

The Horizon Sun Timber Sale will provide many benefits to the citizens of North Idaho. Timber provided to the market by the sale is welcomed in a time when the supply is limited. The sale will produce more than 30 million board feet of timber—enough to build 3,000 homes. It is estimated that a project of this size will create an average of 66 jobs for a period of five years. Kootenai County will receive 25 percent of the gross revenues of the sale, which amounts to approximately \$3.8 million for roads and schools.

Fernan Ranger District employees watched the auction proceedings with more than casual interest. Several of the Forest Service planning team members worked the better part of four years on the Horizon project. Since attention was first focused on the area in 1988, virtually every employee at the district has contributed in some way to events that led to the "Super Bowl" Horizon Sun Timber Sale.





## Going to Work in Belize

by Charlene Nelson, Writer/Editor  
Lewis and Clark National Forest

**D**id you ever think that as a Forest Service employee you could be working in an area of lush jungles, Mayan ruins, exotic tapirs and siwa bans? Some folks with the Lewis and Clark National Forest are finding out. The place—the small country of Belize on the east coast of the Yucatan peninsula in Central America.

The first major effort to share forest management expertise began in 1990 when Congress and the President expressed the need to move beyond administrative and political boundaries to address global environmental issues. The Lewis and Clark Forest took the first step within the Forest Service to tear down Forest boundary walls by developing the Conservation Ambassadors initiative. This program linked the Lewis and Clark with "partner" land managers and educators in Belize.

Recently the Conservation Ambassadors concept evolved into the national Sister Forests Pilot Program. A cadre of Lewis and Clark "ambassadors" were selected from an array of resource backgrounds to spearhead the new initiative.

Forest Supervisor Dale Gorman, Seth Diamond, and Terri Marceron from the Lewis and Clark, along with three individuals from the University of Montana, were the first ambassadors to meet with the Forestry Department of Belize (FDB) in December of 1991. Needs were assessed, contacts established and a greater understanding of the culture and environment was developed. Earl Green, chief forest officer for the FDB, identified a firefighter training course as one of his agency's most critical needs.

During March of 1992, District Ranger Jerry Dombrowske and Roger

Steerman travelled to Belize to observe the fire program and set the groundwork for later training. In August 1992, Oswaldo Sabido, senior Belize forest officer, visited the Lewis and Clark to finalize plans

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" The Lewis and Clark Forest took the first step within the Forest Service to tear down Forest boundary walls by developing the Conservation Ambassadors initiative. "

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for a joint fire training program to be conducted by Lewis and Clark employees in Belize.

Jess Secrest and Brad McBratney presented the first Wildland Fire Behavior and Suppression course to the FDB January 26-February 5, 1993. The 25 participants in the class were primarily forest guards or crew bosses from the various forest reserves around the country. Jess and Brad taught them firefighting prin-

for Jess and me. We enjoyed the country, meeting new and interesting people, and having the opportunity to share the art of fire science with people from an entirely new area and fuel type." Jess and Brad

will return to Belize April 1 to evaluate how FDB applied the principles they were taught.

In February, Lewis and Clark Staff Officer Dick Smith and Tom Nimlos joined forces with University of Montana staff to teach the first Environmental Impact Assessment course in Belize. Fifteen individuals from all walks of life attended. Dick said these people are aware of the environmental issues facing their country and are very devoted to managing their resources effectively.

A field trip to San Pedro, a village on a nearby coastal island, served as the site for a case study. They viewed a proposed sewage treatment site located in the mangroves (trees that grow in the seawater and swamps) and in the dry woodland forest home of the rare siwa ban, or black catbird. Other unique, endangered species include the tapir, basically a mountain cow that looks more like a pig, and the toucan, a jungle bird.

Dick said the people were extremely warm and friendly. Tom and he felt the experience was educational for both groups. They really enjoyed the cultural as well as professional exchange and look forward to more shar-

ing in the future. This program offers an excellent opportunity to broaden our ecosystem management perspectives. Today's ecological problems demand a broader vision. We on the Lewis and Clark feel honored to contribute to the future.



Forest Service employee Jess Secrest showing class in Belize how to use foam made from dish soap

ciples, water handling techniques, and fire behavior principles. The participants were receptive and very appreciative of the opportunity to learn more about firefighting.

Brad said "Having the opportunity to present this class was a great privilege

## Anadromos Fish Habitat Subject of Research



**A** crew of four researchers moves carefully along the banks of a stream in the Salmon River drainage. At certain pre-determined points the technicians stop and take measurements of stream width, stream depth and bank stability.

This process can be seen clearly through the focused lens of a video camera. The camera records pictures of many places where the banks look trampled and are caving in. There also appears to be a distinct lack of vegetation along the banks of this particular stream.

On another stream of the drainage, a crew goes through the same process, recording pictures of a waterway that has profuse vegetation along what appear to be very stable banks.

These research crews from the Intermountain Station's Forestry Sciences Lab in Boise, Idaho, are utilizing a relatively new process of collecting information called videography to study anadromous fish and their habitats. The purpose is to compare managed, mostly grazed, riparian zones with natural unimpacted wilderness streams. Through this process, researchers compile a stream channel profile. The profile is a scientific description of the stream using factors such as bank stability, and width to depth ratio.

Researchers hope videography can be used as an effective tool in transferring complicated information to policy makers in an understandable form, said Kerry Overton, technology transfer specialist and fisheries biologist at the Boise Lab. "A picture is worth a thousand words." If managers can see what a scientist is trying to explain, perhaps they can set policy that will have a beneficial effect and is scientifically sound, he said.

Videography of riparian zones is just one of many projects being conducted by fisheries researchers at the Boise lab. All are designed to provide

information and techniques for protecting, maintaining and restoring fish populations and critical habitats in the Intermountain West. The overall project, called Enhancing Fish Habitats, was suggested by a regional steering team who noted an increased interest in what was happening with anadromous fish populations, said Keith Evans, assistant station director for the Intermountain Research Station. The project was split from the riparian unit where the anadromous fish study had taken place in the past.

At the time the project was established in October 1991 there was almost no scientific data available on what was occurring with certain fish species and their habitats. One of the reasons for this lack of knowledge was that anadromous fish travel through different habitat ecosystems throughout their life cycles. This migration made compiling data about the fish time-consuming and difficult. However, recent technological advances, including satellite tracking, have made fish increasingly accessible for study.

Snorkeling to count fish populations, tagging fish with radio transmitters that emit a signal that can be tracked from transceivers, and freeze-core sampling of spawning habitats to determine ecological make-up are other methods used by researchers to discover more about anadromous fish.

The critical need for more research information on the chinook and sockeye salmon was confirmed by their listing May 22, 1992, under the Endangered Species Act.

by Becky Jensen,  
Information Assistant  
Public Affairs Office  
Region 4

**" At the time the project was established, there was almost no scientific data on what was occurring with certain fish species and their habitats. One of the reasons was that anadromous fish travel through different habitat ecosystems throughout their life cycles. However recent technological advances, including satellite tracking, have made fish increasingly accessible for study. "**





# A Lasting Tribute to Marshall Fulkerson

*by Timothy Kent, Regional Land Surveyor  
and Gloria Reams,  
Land Law Examiner  
Region 6*

**T**oo often the monuments men build for themselves are washed away by time. But monuments provided by nature are a lasting tribute. Such a tribute is Fulkerson Peak, located 12 miles north of Wallace, Idaho, and named for Forest Service employee Marshall Fulkerson.

The data provided the U. S. Board on Geographic Names for the nomination of the peak in the Idaho Panhandle National Forests for Fulkerson gives small measure of the man:

"Mr. Fulkerson was the first forest land surveyor for the newly consolidated Idaho Panhandle National Forests in 1976; in 1981, he was honored as 'Surveyor of the Year' and was named Regional Land Surveyor for the Pacific Northwest Region of the U.S.D.A. Forest Service; Mr. Fulkerson died at the age of 46 while on the job."

Marshall Fulkerson had a dream. He wanted to survey both Homestead Entry Surveys (HES) and Mineral Surveys (MS) located within the public domain. Starting in an historically significant area, Fulkerson followed the footsteps of two U.S. deputy mineral surveyors who worked the gold and silver belt regions within the Coeur d'Alene Mountains in Idaho from the 1880's through the 1910's.

The era of pioneer settlements and brawling mining camps signaled the great influx of homestead entries. This rush for ownership of land led to the extensive recording and survey frauds associated with the development of the Western States.

Marshall Fulkerson's interest as the first land surveyor for the Idaho Panhandle National Forests focused on the early settlement and mineral lands. Following the original surveyor's notes, he found and remonumented as many original corners as he could. With dedication, Marshall preserved and updated the basic historical integrity, so important in understanding the area's mineral ownership. He made extensive

studies of the Forest Homestead Entry Surveys and made numerous presentations to various surveyors' groups.

Fulkerson was probably the Nation's foremost authority on that saga of our survey history and freely shared this knowledge with others. He tried to instill his enthusiasm for understanding the social ineptitude and greed inherent in the early landowners by teaching an advanced cadastral class at the University of Arizona for many years until his death.

Fulkerson began his surveying career with the Forest Service in the Intermountain Region in the early 1960's. From the Challis National Forest in Idaho, he went to the Regional Office in Ogden, Utah, as assistant regional land surveyor and then to St. Maries, Idaho in 1973. His final odyssey began when he transferred to Coeur d'Alene as staff surveyor for the Idaho Panhandle National Forests.

In 1981 Marshall was named regional land surveyor for the Pacific Northwest Region and he moved his family to the Portland area. Even with new job responsibilities, he remained active in Idaho, Oregon, and Washington Land Surveyor's Associations and the American Congress of Surveying and Mapping. He was honored by the Idaho Association of Land Surveyors as "Surveyor of the Year" for his work as editor of the "Gem State Surveyor," the society's newsletter.

Fulkerson died unexpectedly October 8, 1983, stricken by a recurrence of an infection from a 1980 injury. Plagued by health problems all his life, this fact neither diminished his pursuit of excellence in his professional career nor prevented his full enjoyment of his friends and family.

Not everyone makes such an indelible mark in this world. Even after 10 years Fulkerson's image remains alive. According to John Criswell, the Idaho Panhandle National Forests will pay formal tribute to Fulkerson in a ceremony to dedicate Fulkerson Point sometime during the summer of 1993.

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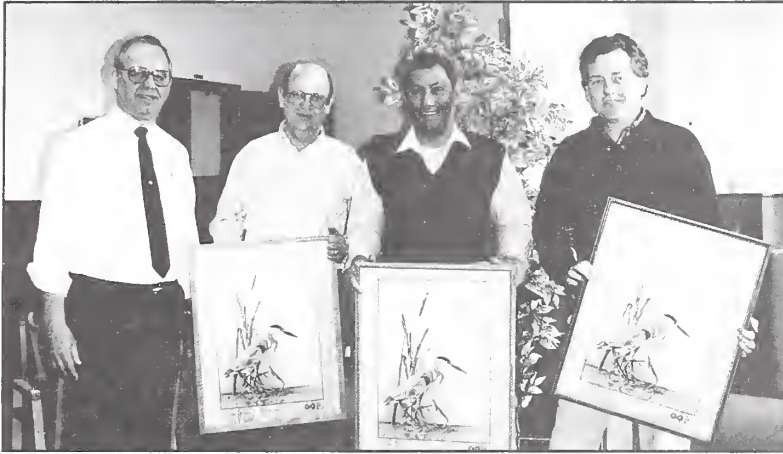
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### Achievements in Watchable Wildlife Program



*L to R - Dave Jolly, Chuck Davis, Bill Antonich, and Keith Thurlkill*

**O**n March 16, Region 1 employees Bill Antonich, Keith Thurlkill, and Chuck Davis were recognized for the key roles they played in the development of marketing products for the Watchable Wildlife program.

Bill, with the Public Affairs Office, coordinated the production of the 1992 Eyes on Wildlife poster by Idaho artist Erica Craig and facilitated the printing of such products as the "Eyes on Wildlife Report." Chuck, in Administration, was cited for his help with securing partnerships and agreements for the publication of various brochures, reports, and guides. Keith, Regional Interpretive Specialist, assisted with site interpretation and coordination between the Eyes on Wildlife Program and America's Great Outdoors.

### Employee Efforts in the Nez Perce National Forest to Help Salmon

*by Menn Pollworth, Information Assistant  
Nez Perce National Forest*

**O**n February 16, Forest Supervisor Mike King gave special recognition to more than 100 Nez Perce National Forest employees for their efforts last summer in responding to the listing of the chinook salmon under the Endangered Species Act.

Fisheries biologist Scott Russell and operations research analyst Dave Green led the effort to identify, analyze, and record approximately 9,000 activities and 425 projects that were ongoing on the Forest. Each project was evaluated for its potential effects on salmon habitat.

As part of the effort, special empha-

sis was placed on district crews to monitor the effectiveness of fish habitat and water quality protection measures on existing timber sales and range allotments as specified in the Forest Plan. Where problems were identified, immediate correction measures were prescribed and implemented by district rangers.

In a statement made to all employees receiving recognition, King said, "This forest has a legacy of being a leader in anadromous fish habitat management. Your team efforts have served to en-

hance the awareness and sensitivity toward this tremendous resource that we, on the forest, are entrusted to protect. I appreciate your dedication and persistence in rearranging other important priorities to complete this very large task."





## *a note from Dave*

**G**enerally it is not so easy for people or institutions or government agencies to respond quickly to drastic change.

Over the past few months all of us have had to consider how downsizing would affect our personal lives, our work programs, and our agency as a whole.

As I've said many times, I'm committed to spreading the burden of employee reductions equally across the region to include the Regional Office as well as the forests. I think we can accomplish our objectives with a minimum of disruption to our employees.

That was my intent in deciding on the approach Region 1 would take to achieve our goal of realigning our programs and staff to where the funds are.

There are also other national policies to which we will need to respond in the coming months. It is likely that we will be asked to play an important role in the administration's Economic Stimulus Program. The program, as currently being developed, includes several components

that could have considerable impact on Forest Service activities. Among the objectives would be to provide job training and employment for those areas of high unemployment near Forest Service facilities.

The Stimulus Package offers the potential of helping with management of our resources, including the elimination of the backlog of work that has developed over time. The work being targeted by the Forest Service to accomplish the objectives of the Package include recreation management, trails maintenance, facilities maintenance, ecosystem restoration, trail and facilities construction.

Critical to the success of our involvement in the Economic Stimulus program is our ability to respond quickly. If Congress approves the administration's proposal, we must be ready to expend the allocated funds within FY 93. Our track record is good. As Chief Dale Robertson said in his appearance before a House Committee on Appropriations, we have a long history in providing successful work and training programs, beginning in the '30's with CCC programs through our present involvement with several types of youth training programs.

Talking about the need for resilience and flexibility is one thing; the reality of having to meet additional demands is another. I realize it's not easy to take on other or different responsibilities but many of us may be asked to do just that.

*Dave*  
Dave Jolly  
Regional Forester



## a place to slow down

**S**earching for a place to drive that's off the beaten path, that shows a little of the real West? If so, the Kings Hill Scenic Byway may be what you're looking for. The byway, a 71-mile stretch of U.S. Highway 89, passes through the Lewis and Clark National Forest and the Little Belt Mountains—across the wide open land of central Montana, a land rich in beauty and brimming with history.

An 18-minute video on this vibrant, rugged country is available to you from the Regional Office. For more information, contact Gene Colling, Region 1 Public Affairs Office, (406) 329-3090.

## Smokejumpers Association Gets Good Response

*by Earl Cooley, President  
National Smokejumper Association*

**T**here has been excellent response to the call for membership to the National Smokejumper Association since its founding in September 1992. Since March 1993, we now have 351 members, the majority of whom are early jumpers from as far back as 1940.

It is rewarding to find so many of the early jumpers eager to get information on some of their old jumping buddies and to help in preserving the early history of the smokejumping organization. The initial projects of the association will include direct support of the new National Forest Service Museum planned for Missoula. We plan to place an historical smokejumper display on exhibit and provide both financial and physical assistance in the overall museum operation.

Membership is open to anyone who has worked directly with smokejumpers.

Fees are: 1 year - \$15; 5 years - \$60; 10 years - \$100, payable to the National Smokejumper Association. For additional information call Earl Cooley in Missoula at (406) 549-9933.



*Deborah McNary, holding one of her homing pigeons*

## Spotlight

### Deborah McNary

**From:** Originally from the Raisin Capital of the World, Kingsburg, California. Now settled in Trout Creek, MT.

**Profession:** Forestry technician-silviculture, Cabinet Ranger District, Kootenai National Forest.

**What my Job REALLY is:** To explore new areas to collect stand exam data for both force account and contracting work; to invent ways to accomplish more with less, being creative; writing contract daily diaries that are longer than some of the books I have read; listening and mediating between employees/public to work out sticky situations; handling all data entry for the silviculture shop as well as reporting district accomplishments.

**Best Part of my Job:** The variety of people I work with, the camaraderie we have both on and off the job. The community activities and potlucks we do as an organization.

**People I Wish I'd Met:** John F. Kennedy, Gilda Radner, Amelia Earhart.

**How I'd REALLY Like to Spend My Time:** Being a caretaker of 210 acres gives me a variety of responsibilities ranging from maintaining the grounds, fixing fence, managing the main house as well as the caretaker's cabin. Water and indoor plumbing are not one of my luxuries. Year round, I raise laying hens and homing pigeons. The eggs from the chickens I sell locally and the homing pigeons were used as my telephone system until I went modern and had one installed. I enjoy the birds so I continue to raise them. My partner and I share this acreage with five cats and two dogs. Winter provides cross-country skiing, shovelling, wood splitting, and reading. Summer is gardening, lawn mowing, softball and barbequing.

**Fantasy Job:** Owning and running a country store that has a soda fountain in the front, sells feed in the back, stocks its shelves with every need possible, and provides a place for the locals to meet over coffee.

**Favorite Place in the World:** My own back yard.

**What I'm Most Proud of:** Living the simple life, spending time with friends and being content.



(Editor's note - March is National Women's History Month and in celebration we are presenting this article by Terry West, historian with the Washington Office.)

**T**he lack of franchise for women in the United States before 1920 did not exclude them from political activism. The influence of women in the "progressive conservation era" (1890-1920) in shaping the national agenda is testimony. In this era of "clubhouse politics," public policy was often shaped by an influential few. With many members of the male elites of the period enthusiastic about commodity production, it was left to their female counterparts to concern themselves with its social and environmental consequences. From the plight of urban sweatshops to rural stream pollution, it was in the efforts of women's clubs organized into State and National federations where they were most effective.

At the turn of the century, women's clubs did make themselves an effective instrument in the conservation movement. One such organization was the 100-member Conservation Committee of the 77,000-member Daughters of the American Revolution (DAR). Mary Eno Pinchot, mother of Forest Service Chief Gifford Pinchot, headed the committee. Some of their causes included protecting Niagara Falls and watersheds in the Appalachian Mountains.

It was told by a former member that a frequent reply to their letters asking State governors what they might do for conservation, was to "mind the children." This they did by promoting conservation education to school children. Rosalie Mabel Edge of New York City was, like many of the women leaders in conservation, also active in the suffrage movement. An active member of the National Audubon Society in the 1920's and 30's, she sponsored several reforms in game laws, and started the Hawk Mountain Sanctuary of Pennsylvania.

Mrs. Lovell White helped found the Save the Redwoods League (1918) and was active in the California Federation of Women's Clubs. The latter group led a successful effort to have a forestry school established at the University of California, Berkeley.

Gifford Pinchot paid homage to the

## Women in Conservation

support of the Federation of Women's Clubs for forest conservation, warning that without it, the creation of the Minnesota Forest Reserve "would have been impossible." He claimed that this effort of 1902 led to the forest reserve by direct Congressional action rather than presidential proclamation.

At the American Forest Congress held in Washington, D.C., in 1905, Lydia Phillips, chair of the forestry committee, General Federation of Women's Clubs with 800,000 members described the clubs' work in promoting tree-planting, forest preservation, and irrigation. The partnership of women in forestry and conservation began to fade shortly after this event. The 1910 dispute over the Hetch Hetchy dam construction split earlier allies into two camps—the Sierra Club and preservationists versus the Forest Service and conservationists. Many women tended to feel more akin to the values of preservation of parks and wildlife and joined those movements.

By 1915 over half the members of the Audubon Society were women. In 1929 the National Parks Association had more female members than male. Another faultline where the genders parted was in occupational and leadership roles. This became apparent by 1913 at the Fifth National Conservation Congress. Despite the presence of women participants, only men were featured in the coverage by the magazine, "American Forestry" (now entitled "American Forests"). The neglect of women is attributed to the arrival of conservation and forestry as technical professions. Women were excluded.

In the Forest Service, the remaining role of women in conservation was in the field of public education. Mrs. D. Priscilia Edgerton began work at the



Washington Office in 1909 as an editor and in 1930 wrote "The Forest, a Handbook for Teachers," an agency bestseller.

Perhaps the most famous Forest Service educator of the time, however, was Margaret March-Mount. She began work in 1923 on the Bighorn National Forest and soon after on the Shoshone National Forest. She later worked in Milwaukee at the Regional Office in the role of conservational educational activities with women's clubs. Her work took her on speaking tours before garden clubs, school children, and other civic groups, all the time to promote tree planting.

The success of March-Mount's "Penny Pines Children's Conservation Crusade" to get student donations to fund the planting of pines in national forests led to her transfer to the Washington, D.C., headquarters to continue the effort Nation-wide. An article in the 1942 Washington Post credits March-Mount with motivating the national DAR to promote the planting of five million seedlings in 36 states and the District of Columbia. It mentions as well the goal of the General Federation of Women's Clubs of establishing a federation forest in every state. This work may be viewed as part of the war effort but the lineage of the Forest Service with Women's Clubs in conservation programs in those years was evident of past mutual activism. In recent years, the link has faded just as the cutting edge of environmental activism has passed to other, often newer, organizations.

## New Employees

Computer assistant **Maple Kirtland** from the Clearwater National Forest's Pierce Ranger District in Kamiah is replacing Lynn Swayne at the Selway Ranger District, Nez Perce National Forest. Maple, who grew up in Kamiah, is a former student of the Young Adult Conservation Corps (YACC) program which maintained trails and wilderness campgrounds. She worked at a bank in Lewiston for about a year before she began working for the Forest Service in 1980. While with the Clearwater Forest, she was involved in the Human Relations Action Committee, and the Native American and Federal Women's Programs.



Maple Kirtland

Maple, her husband Bob, and their daughter Rachel live in Kamiah where they enjoy hunting, fishing, and camping.

**Dennis Griffith**, formerly a forester with the Lochsa Ranger District, Nez Perce National Forest, was selected as coordinator of the Wild and Scenic River suitability studies for the Nez Perce and Clearwater National Forests. The new program, jointly funded by the two forests, has its headquarters in Grangeville, Idaho.



Dennis Griffith

Griffith, with a background in recreation, river management, and planning, has experience as a forester with the Tahoe and Plumas National Forests in California. In 1978 he transferred to the Lochsa Ranger District where he managed recreation, wilderness, minerals, and

lands programs and the Wild and Scenic River system.

Dennis lives in McCall with his wife Rose, who is a nurse at St. Luke's Hospital in Boise. The Griffiths enjoy downhill and cross country skiing, canoeing and camping.

**Bob and Stephanie Grubb** recently transferred to the Selway Ranger District, Nez Perce National Forest from the North Fork Ranger District, Clearwater National Forest. Bob is a forestry graduate of State University of New York. Stephanie is a parks and recreation management graduate of Northern Michigan University. Both have a strong background in timber and are experienced in timber data base management. Bob is a biology technician in fisheries and wildlife; forestry technician Stephanie remains in data base management.



Robert and Stephanie Grubb

They enjoy outdoor activities and manage to spare time for crafts, culinary arts, sewing, and home construction. As an avid sports fan, Bob would like to see the Buffalo Bills win the Super Bowl. Stephanie plans to indulge her time in making quilts after they finish their home in Cavendish, Idaho.

**Jeff Roundy** is the new law enforcement officer for Elk City and Red River Districts in the Nez Perce National Forest. Since 1985, Jeff has worked as a trail crew foreman for Red River and Selway Ranger Districts.

Jeff, who grew up in Colorado, enjoys hunting and fishing.



Jeff Roundy

## Retirement News

**Jerome B. Knaebel**, director of Engineering in the Southern Region, is retiring May 1, 1993. Knaebel's Forest Service career of nearly 35 years began in Dillon, Montana, with the Beaverhead National Forest in June 1958.

During his 16 years in Region 1, Knaebel served with three other national forests: Nez Perce, Deerlodge and Clearwater. He then moved on to the Boise National Forest in the Intermountain Region. In June 1981, he transferred to the Washington Office as a staff engineer and served there until his assignment as the director of Engineering in the Southern Region in August, 1988.

Knaebel and his wife Yvonne, who recently retired after over 35 years with the Forest Service, are planning some extensive travel.

**George Wilson**, silviculturist with the Glacier View District, Flathead National Forest, retired after 33 years with the Forest Service, including 23 years with Glacier View District.

## In Memoriam

**Mabel R. Doney**, 92, of Albuquerque, New Mexico, died February 18 at her home. Born in Saco, Montana, Doney moved with her family to Missoula where she worked for the Forest Service until she moved to Albuquerque. She was the founder of Missoula's Opportunity School, an organization now called Opportunity Industries.

### Newsletter Guidelines

The Northern Region News is published by the Northern Region Public Affairs Office for employees and retirees. Following are guidelines for submitting stories:

- Articles should feature Forest Service employees and retirees involved in Forest Service activities and projects.
  - Articles must be concise and timely. All articles are subject to editing, and may not be used if outdated, inappropriate, or if space does not permit.
  - Photos should be black and white, glossy prints if possible.
- Send articles to G.Weisgerber:R01A (Data General) or Gloria Weisgerber, Northern Region Public Affairs Office, P.O. Box 7669, Missoula, MT 59807. The public affairs officer on your Forest may want to preview articles before they are sent. If so, please follow that process.



# Personnel Update

## BITTERROOT NATIONAL FOREST

### AWARDS & PROMOTIONS

D'ALMEIDA, PETE, supervisory social services assistant, Trapper Creek JCC, cash award  
BOGGS, DEIRDRE, writer/editor, West Fork RD, cash award  
CRAWFORD, TOM, volunteer, SO, belt buckle award  
HUGHES, MISSY, support services specialist, promotion, Trapper Creek CCC  
STONER, DOUG, social services aid, Trapper Creek CCC, promotion, social services assistant  
TORQUEMADA, RICH, fisheries assistant, RO/WLF, promotion, fishery biologist, SO

### REASSIGNMENTS/TRANSFERS

JOHNSON, JANET, ecologist, Stevensville RD, reassignment, SO  
LINKENHOKER, CHRIS, resource coordinator, West Fork RD, reassignment, Sula RD, natural resource recreation manager  
SAVOCHKA, EVELYN, forestry technician, Darby RD, reassignment, Sula RD  
SCHREIBER, WINNIE, forester, Darby RD, reassignment, Lolo NF, Missoula RD, public affairs specialist  
STEWART, MIKE, civil engineering technician, Lolo NF, reassignment, Darby RD, forestry technician (recreation)  
UNDERWOOD, STAN, forester (silviculture), West Fork RD, reassignment, Sula RD

## CLEARWATER NATIONAL FOREST

### AWARDS & PROMOTIONS

ANDERSON, MARK, forestry technician, Lochsa RD, Points of Light Award  
BUTLER, SANDRA, support services supervisor, North Fork RD, temporary promotion  
JOHNSON JR, RALPH, forester, Powell RD, cash award  
NORWOOD, JAMES, maintenance worker, Powell RD, cash award  
RASH, BARBARA, finance assistant, North Fork RD, temporary promotion  
SCHELL, KENNETH, SCSEP, Powell RD, cash award

## CUSTER NATIONAL FOREST

### AWARDS & PROMOTIONS

ANDERSON, JOYCE, cash award, support services specialist, Ashland RD  
BASSETT, DEAN K., cash award, supervisory civil engineering techn., SO  
GLASOE, CURTIS W., cash award, civil engineering, Medora RD  
HOFMANN, JEAN L., promotion, office automation clerk, Ashland RD  
KRAMLICH, ROBERT A., cash award, civil engineering techn., Medora RD  
LACKNER, JOHNNY R., cash award, construction representative, Medora RD  
MCGUIRE, DONALD J., cash award, supervisory civil engineering technician, Medora RD  
PETIK, GARY L., promotion, range conservationist, McKenzie RD  
PFAU, JAMES P., cash award, hiway engineering, Medora RD  
PHILLIPS, KENNETH D., cash award, civil engineering techn., SO  
RHEA, RICHARD, cash award, range conservationist, Ashland RD  
ROBBINS, BARBARA K., temporary promotion, administrative officer, SO  
ROGERS, BRUCE E., cash award, range conservationist, McKenzie RD  
SULLIVAN, KEVIN N., cash award, civil engineering techn., McKenzie RD  
VOGT, CASILDA A., temporary promotion, personnel assistant, SO

## FLATHEAD NATIONAL FOREST

### AWARDS & PROMOTIONS

STEWART, BILLY, law enforcement officer, Swan Lake RD, cash award  
TALBOT, TONY, acting budget and accounting officer, SO, cash award  
WARREN, ROYELYN, support services supervisor, SO, cash award

## GALLATIN NATIONAL FOREST

### AWARDS & PROMOTIONS

DENNEE, BOB, lands program manager, cash award, SO  
MARX, BARB, resource assistant/timber, cash award, SO  
VANAUSDOL, MARTY, survey technician, cash award, SO  
WYTANIS, JOHN, forestry technician, cash award, Livingston RD

## HELENA NATIONAL FOREST

### AWARDS & PROMOTIONS

CANFIELD, JODIE, wildlife biologist, Townsend RD, cash award  
LARANCE, SHARLENE, reality specialist, SO, QSI  
LEATHERMAN, KEITH, forestry technician, Helena RD, promotion and award  
MOE, DUANE, law enforcement, SO, QSI  
ORENS, LAURA, budget & accounting analyst, SO, promotion, Malmstrom Air Force Base  
SCOTT, SHARON, forestry technician, Lincoln RD, promotion  
TOBOL, SHARON, SSS, Helena RD, cash award  
VARHUS, MARK, civil engineer, SO, QSI  
WEBER, SUE, forester, Helena RD to Lewis & Clark NF, promotion  
WILEY, ARLENE, accounting technician, SO, QSI

### REASSIGNMENTS/TRANSFERS

VARHUS, MARK, civil engineer, SO, reassignment, Pike San Isabel NF

## IDAHO PANHANDLE NATIONAL FORESTS

### AWARDS AND PROMOTIONS

ALEXANDER, PATRICIA, cash award, information receptionist (OA), Bonners Ferry RD  
ALLEN, ALLISON, cash award, forestry technician, Priest Lake RD  
BAILEY, GLENN RAY, cash award, forestry technician, Bonners Ferry RD  
BEHRENS, PATRICK, cash award, forester, Bonners Ferry RD  
BLATCH, MARIAN, cash award, purchasing agent, Coeur d'Alene Nursery  
BRENNER, KAREN, forester, promotion, forester, Fernan RD  
BRIGHT, DONALD, cash award, forester (administrative) Fernan RD  
BRUNING, JOHN, cash award, forestry technician, Fernan RD  
BURGE, VIOLET, cash award, laborer, Coeur d'Alene Nursery  
CHITWOOD, KATHERINE, cash award, biological science aid, Coeur d'Alene Nursery  
CONKLIN, WARREN, cash award, tractor operator, Coeur d'Alene Nursery  
COOLEY, PATRICK, cash award, forester, Bonners Ferry RD  
DAY, HAROLD, cash award, forestry technician, Fernan RD  
DEITER, DALE, cash award, forester, Bonners Ferry RD  
FISHER, JANET, support services supervisor, promotion, support services supervisor, Priest Lake RD  
GLEN, TAMMY, cash award, resource clerk (OA), Bonners Ferry RD  
HANSEN, LORI, resource clerk, promotion, resource assistant, Priest Lake RD  
HANSEN, MOLLY, cash award, civil engineer technician, Bonners Ferry RD  
HART, PATRICIA, forestry technician, promotion, forestry technician, Bonners Ferry RD  
LAVERDURE, MARIE, cash award, biological science technician, Coeur d'Alene Nursery  
LIONBERGER, SHERRI, forester, temporary promotion, supervisory forester, Fernan RD  
MCGILLIVRAY, JACLYN, cash award, forestry technician, Fernan RD  
MCDONALD, VELMA, cash award, tractor operator, Coeur d'Alene Nursery  
MAGERS, DAVID, forestry technician, promotion, forestry technician  
NEUSTEL, MARK, cash award, biological science aid, Coeur d'Alene Nursery  
NORLANDER, BETTY, cash award, biological science technician, Coeur d'Alene Nursery  
NORTON, ROBERT, cash award, civil engineering technician, Sandpoint RD  
NUTTING, JEROME, cash award, gardener, Coeur d'Alene Nursery  
REED, BARBARA, cash award, biological science aid, Coeur d'Alene Nursery  
RIPATTI, LORI, cash award, supervisory purchasing agent, Bonners Ferry RD  
ROBERTSON, STEPHEN, cash award, fisheries biologist, Fernan RD  
SHERIDAN, PATRICK, Fernan RD, supervisory forester, temporary promotion, forester (administrative) district ranger, Avery RD  
SMITH, DWIGHT, cash award, gardener, Coeur d'Alene Nursery  
SULLIVAN, ARTHUR, cash award, gardener, Coeur d'Alene Nursery  
SULLIVAN, SUSAN, cash award, biological science technician, Coeur d'Alene Nursery  
SUMNER, MARTHA, cash award, Coeur d'Alene Nursery  
SWEENEY, KIM, cash award, forestry technician, Priest Lake RD  
WEEKS, RODNEY, cash award, supervisory forestry technician, Fernan RD  
WRIGHT, JOANN, cash award, biological science technician, Coeur d'Alene Nursery

# Personnel Update

## REASSIGNMENT/TRANSFERS

DUNSTAN, KENT, Avery RD, forester (administrative), reassignment, forester (administrative) Priest Lake RD  
 ERBA, ANTHONY, Rexford RD, Kootenai NF, forester, reassignment, forester, Sandpoint RD  
 HAFTERSON, ROBERT, forestry technician, reassignment, forestry technician, Sandpoint RD  
 KAYNE, BOBBIE, Supervisor's Office, purchasing agent, reassignment, purchasing agent, Coeur d'Alene Nursery  
 LIDER, EDWARD, reassignment, fishery biologist, Wallace RD

## KOOTENAI NATIONAL FOREST

### AWARDS & PROMOTIONS

BATES, SCOTT, forester, Fortine RD, temporary promotion  
 EHMANN, CHERYL, resource clerk, Fisher River RD, promotion  
 GARRISON, TRINI, computer clerk, promotion, computer assistant, Fortine RD  
 HENDRICKSON, MARTHA, civil engineering technician, East Zone, promotion  
 KOLLMAYER, JANE, deputy ranger, Idaho Panhandle NF, promotion, district ranger, Fortine RD  
 LANSING, CAROLINE, forester, Libby RD, promotion  
 MCCLOSKEY-BAUER, NORA, program assistant, SO, cash award  
 RODE, DIANE, forestry technician, Fisher River RD, cash award  
 TIMMONS, BECKY, archeologist, SO, promotion  
 WICKA, LETA, procurement clerk, SO, promotion

### NEW EMPLOYEES

HARTMAN, SUSAN, forester trainee, Fortine RD, career conditional appointment  
 WARNER, MARCELLA, forester trainee, Fortine RD, career conditional appointment

### REASSIGNMENTS/TRANSFERS

ANDERSON, KAREN, forester, reassignment, information analyst, Three Rivers RD  
 BROWN, GARY, supervisory civil engineering technician, reassignment, East Zone, civil engineering technician, SO  
 CHUTE, TERRY, forestry technician, Idaho Panhandle NF, reassignment, Rexford RD  
 EDMON, BARBARA, civilian pay clerk, reassignment, personnel clerk, SO  
 ERBA, TONY, forester, Rexford RD to Idaho Panhandle NF, reassignment  
 HAFlich, BRUCE, wildlife biologist, Cabinet RD, reassignment

### RESIGNATIONS

PEARSON, CINDY, personnel clerk, SO, resignation

## NEZ PERCE NATIONAL FOREST

### AWARDS AND PROMOTIONS

ALLEY, JANENE, supervisory budget/accounting analyst, SO, cash awards  
 ARTLEY, RICHARD, forester, SO, cash award  
 BARLOW, IAN, forestry technician, Red River RD, promotion  
 BATEMAN, STEPHEN, forester, Selway RD, cash award  
 BERG, HEATHER, forester, Selway RD, cash award  
 BIRD, JEROME, supervisory forester, Selway RD, cash award  
 BONN, JOSEPH, civil engineer, SO, cash award  
 BORNIGER, RANDOLPH, forestry technician, Moose Creek RD, cash award  
 CROTINGER, JOHN, civil engineering technician, SO, cash award  
 DAILEY, SUSAN, program assistant, SO, Quality Step Increase  
 DEFORD, LORI, district clerical assistant, Moose Creek RD, cash awards  
 DOUGLAS, PAMELA, support services supervisor, Selway RD, cash award  
 FANTINI, JOHN, forester, Clearwater RD, cash award  
 GRUBB, STEPHANIE, forestry technician, Selway RD, promotion, Clearwater NF  
 HAIGHT, STACY, forestry technician, Red River RD, promotion  
 HARRIS, PHYLLIS, accounting technician, SO, cash award  
 HESSELBARTH, FORREST, forestry technician, Moose Creek RD, cash award  
 JOHNSON, LENA, accounting technician, SO, cash award  
 JONES, ARCHIE, civil engineering technician, SO, cash award  
 KAUFMANN, MARGARET, computer assistant, SO, cash award  
 LAVALLEY, SHANE, contracting specialist, SO, promotion, Idaho Panhandle NF  
 LEIDENFROST, KLAUS, wildlife biologist, Elk City RD, cash award  
 MCGEE, MONICA, supervisory computer assistant, SO, cash award  
 MCKENZIE, DARRELL, civil engineering technician, SO, cash award  
 MERKLEY, MICHAEL, criminal investigator, SO, cash award  
 MOTHERSHEAD, LYLE, civil engineering technician, SO, cash award  
 PARADISO, JAMES, forester, Clearwater RD, cash award  
 PETERSON, LOIS, civil engineering technician, SO, cash award/promotion  
 PETERSON, VICKIE, financial assistant, SO, cash awards  
 ROACH, MARK, supervisory computer specialist, SO, cash award  
 RUSHO, NANCY, geologist, SO, cash award  
 SHIELDS, PATRICIA, time and leave clerk, SO, cash award  
 SIDDALL, PHOEBE, lead biological science technician, cash award, promotion  
 SIMLER, DOUGLAS, forestry technician, Red River RD, cash award  
 SMITH, LAURA, visual information specialist, SO, cash award, promotion  
 SMITH, MICHAEL, forestry technician, Red River RD, Quality Step Increase  
 STOWELL, PATRICIA, computer assistant, SO, cash award  
 TALBERT, CHRISTINE, information clerk, Selway RD, promotion  
 TALBERT, DENNIS, wildlife biologist, Selway RD, promotion  
 VAN HOUTEN, JOANNE, student trainee wildlife biologist, Clearwater RD, cash award  
 WAROFKA, JOHN, forestry technician, Selway RD, cash award  
 WEIGAND, GERALD, forester, SO, cash award  
 WILLIAMS, GUY, forestry technician, Red River RD, cash award  
 YINGLING, GLENN, forester, SO, cash award

### NEW EMPLOYEES

KLUEGEL, JENNIFER, purchasing agent, Elk City RD, conversion to career conditional appointment

### REASSIGNMENTS

GRUBB, ROBERT, forestry technician, Selway RD, reassignment Clearwater NF

## REGIONAL OFFICE

### AWARDS & PROMOTIONS

CHISM, PATRICIA L., personnel clerk, PM, promotion  
 DAILEY, SUZETTE, program assistant, ENG, spot award  
 DORVILLE, DOROTHY, program assistant, MTDC, promotion  
 HILL, TRACY L., accounting technician, ADM, promotion  
 JESKE, BRUCE, supervisory computer specialist, MS, cash award  
 LESTER, CAROLE, personnel clerk, PM, spot award  
 NYQUEST, GLORIA, office automation assistant, ENG, spot award  
 PATTERSON, DONALD, cartographic technician, ENG, cash award  
 PUTNAM, WILLIAM C., hydrologist, RAW, promotion  
 TORQUEMADA, KATHRYN E., wildlife biologist, WLF, cash award  
 WEIDEMAN, MARGARET E., accounting technician, ADM, promotion  
 WEISGERBER, BERNARD, exhibits specialist general, ENG, cash award

### REASSIGNMENTS/TRANSFERS

BELL, MARC G., criminal investigator, ADM, reassignment  
 WEST, KIMBERLY A., criminal investigator, ADM, reassignment

### RESIGNATION

SALISBURY, DIANE, program assistant, TCFPM

## LEWIS & CLARK NATIONAL FOREST

### PROMOTIONS

CASPER, LINDA, forestry technician, Judith RD  
 THURSTON, GAIL, forestry technician, SO  
 WEBER, SUSAN, forestry technician, Helena NF to forester, Judith RD

## LOLO NATIONAL FOREST

### AWARDS & PROMOTIONS

CASSELLI, JOHN, hydrological tech, SO, cash award from R-6  
 JOHNSON, RAYMOND, drill rig operator, SO, 20-year service award  
 MACY, JOHN, hydrological tech, SO, cash award from R-6  
 PANCAKE, JEANNE, personnel clerk, SO, 10-year service award  
 THOMAS, DAVID, supervisory forestry tech, Superior RD, 20-year service award

### REASSIGNMENTS/TRANSFERS

SCHREIBER, WINNIE, forester, Bitterroot NF, reassignment, public affairs specialist, Missoula RD  
 STEWART, MIKE, civil eng tech, SO, reassignment, civil engineering technician, Bitterroot NF, Darby RD  
 VOLLMER, ELLEN, district ranger, Superior RD, reassignment, district ranger, R-2 Arapaho-Roosevelt NF, Red Feather RD



## Tips to *LIVE* by

by Bob Casey, Forest Safety Coordinator  
Lewis and Clark National Forest

**S**everal months ago, the Health and Safety Division of the Engineering Section of the Lewis and Clark National Forest developed a new safety related initiative. The following describes the initiative and the rationale behind it: In recent years, psychologists and safety experts have spent a great deal of time analyzing the causes of accidents and unsafe acts. A common thread in most studies is that most accidents are preventable. An interesting aspect of that conclusion is that in many cases the victim received at least a subtle internal warning about the unsafe act before the incident occurred. This warning often comes in the form of an uneasy feeling or idea that something is wrong. Some examples:

You are travelling along a stretch of road where you have seen many deer in the past. You don't see any deer today. You speed up, rationalizing that the deer have probably migrated elsewhere. You experience a slight feeling of uneasiness.

You step into your vehicle and realize that the windshield is frost covered. You can still see the road, but the view is "fuzzy." You continue on, rationalizing that the defroster will soon clear the frost. Again, an uneasy feeling.

We could come up with hundreds of examples of this phenomenon in our work and personal lives. Safety experts say that this feeling of uneasiness can be diminished in two ways. First, frequent commission of the unsafe act, without negative consequences, can give us a false sense of security, and thus negate

the warning. Second, haste and preoccupation with other matters can distract us from feeling "different" when faced with an unsafe situation. However, studies have shown that the feeling of uneasiness (nature's alarm system) can be enhanced as well as diminished; thus the use of safety posters, warning bells, seat belt lights, etc. The purpose of the "LFTA" program is to serve as an enhancement to our natural warning system. "LFTA" stands for the words, "Listen for the Alarm." In essence, we at the Lewis and Clark will try to encourage the tuning up of our natural alarms through the use of simple reminders such as bumper stickers and hardhat and dashboard decals. It is hoped that enthusiastic and universal adoption of this program will significantly reduce our accident frequency.

### The Northern Region News

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